

From: aaron@urbanplaceconsulting.com
 Subject: NoHo 2017 new pay steps
 Date: December 22, 2016 at 11:43 AM
 To: Hector.Romero@securitasinc.com



Hi Hector,

Beginning January 1, 2017 NoHo will begin a new pay scale (see below).
 See the attached for pay rates per position and corresponding bill rates.

We're eliminating the 90 day increase step so those 2 people currently at that rate (Garcia and Mora) will move back to the new starting rate of \$12/hour. It's a bump in pay despite the step going backwards.

I also added a step 4 to both the LT and Captain positions.

Any questions let me know.

| | Jan 2017-June 2017 Bill Rates | July 2017-December 2017 Bill Rates |
|--------------------|-------------------------------|------------------------------------|
| Bike Patrol | | |
| Start | \$12.00 | \$13.00 |
| 90 Days | lose step | |
| 1 Year | \$12.50 | \$13.50 |
| 2 Year | \$13.00 | \$14.00 |
| 3 Years | \$13.50 | \$14.50 |
| SLO | | |
| Start | \$12.50 | \$13.50 |
| 90 Days | lose step | |
| 1 Year | \$13.00 | \$14.00 |
| 2 Year | \$13.50 | 14.5 |
| 3 Years | \$14.00 | \$15.00 |
| Lieutenant | | |
| LT (3 years) | \$15.25 | \$15.25 |
| LT (4 years) | \$15.75 | \$15.75 |
| Captain | | |
| Captain (3 years) | \$17.50 | \$17.50 |
| Captain (4 years) | \$18.00 | \$18.00 |